PRES. ASST'S STAFF

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February 15, 1983

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MEMORANDUM TO: President Robison

cc: President's Staff

FROM: Nicholas R. Clifford

SUBJECT: Twilight Committee Report

Although there was not quorum present for a staff meeting on Tuesday, 1 February, Steven Rockefeller, Bruce Peterson, Stephen Donadio and I met for two hours to discuss the recommendations of the Twilight Report. Here are the results of our discussions:

P. 16, #1. Steven Rockefeller believes that the "minority/poverty" designation no longer exists in the Admissions Office, but will check. (In fact we now use the category "minority student.")

P. 16, #2. There was a general agreement that it would be demeaning to ask whether applicants wished to be "given specific consideration as minority students." It is our belief that the Admissions Office is alive to these considerations, and will give the proper weight to such factors as student motivation as opposed, say, to SAT and achievement scores, and thus will not turn down a promising black student on the basis of scores alone.

P. 16, #1-6. These are all good points, and come under the general heading of raising of consciousness. It was not quite clear who was to hold the orientation program described in #3; we found #4 to be a highly constructive suggestion.

P. 17, #1. We did not see the point of maintaining a separate financial aid budget for minority students if the College is able to maintain an aid-blind admissions policy. Indeed, such a separate budget might have an adverse effect of implying that there is a quota system. We would, however, defer to those who run admissions and financial aid; if they find it useful to keep such a separate budget for internal purposes, they should do so.

P. 17, #2. It might well be useful to set up special minority scholarships -- along the lines of the Canadian Honors Scholarship -- to attract more aid from the outside.

P. 17, #3. It is Dean Rockefeller's belief, in which we all concurred, that it is harmful to all needy students, and not just minority students, to allow them to incur the sorts of debts that will make repayment too much of a burden.

P. 17, #1. The present pre-enrollment program runs three weeks. It would be difficult to add an extra half-week at the beginning, because of the conflicts with the language Schools; to add the half-week at the end would, in effect, make it impossible for the participating students

to go home before the beginning of freshman week. This, however, might be a price worth paying.

P. 17, #2. The program should stay open to all; but the Dean will work on ways to keep out those who do not belong in the program.

P. 17, #5 through p. 18, #9. Dean Rockefeller will discuss with Arlinda Ardister the content of the program and the ways in which it might be improved.

P. 17, #10. We would like to explore the possibility, rather than offering typing as part of the pre-enrollment program, of offering such a course -- perhaps in the fall term? -- at the vocational center in the high school.

P. 18,#12. Grants are now available and will be continued.

P. 19, #1, 8, 9, 10, 11, 12. Again, these come under the heading of consciousness raising, and should be pursued.

P. 19, #2. There was a general agreement that were we, financially and otherwise, able to offer visiting appointments to established black scholars, this would go a long way towards breaking down the view that such scholars receive appointments only (or mainly) because of special consideration, and that their qualifications are in some sense not as good as those of their colleagues.

P. 19, #3, #4, #5. We were in some disagreement about the utility of such measures. Certainly it should be possible to encourage the Directors of the Language Schools to be alive to affirmative action criteria, although we would like to hear more from Ed Knox (who was unable to be with us) about this. Hiring minority faculty members as leave replacements has a laudable side, but is also open to the interpretation that we are willing only to take them on in non-permanent slots. It is not quite clear what is meant by an "above complement addition for minority appointments," since it was our view that such additions immediately become part of the complement. It was suggested that if those departments next in line for authorization to appoint new staff were able to identify qualified black scholars able to fill one of these positions, the College (TRC, President) might authorize the new position and proceed with the appointment.

The whole question of additions of staff for minority colleagues is a thorny one; it certainly favors particular departments, and we would have to make sure that such appointments would in fact fill real functions.

I would suggest some further discussion of this at a staff meeting, as well as with bodies like the Teaching Resources Committee and perhaps the Faculty Council.

NRC/s1